

THE HONORABLE RICHARD A. JONES

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON

JILL ALEXANDER, an individual

Plaintiff,

v.

THE BOEING COMPANY, a company
doing business in the State of Washington,

Defendant.

No. 2:13-CV-01369

JOINT INSTRUCTIONS

Pursuant to W.D. Wash. Local Civil Rule (“LCR”) 51(e), the parties provide the
following joint jury instructions.

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4 DATED this 11th day of August, 2014.
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TABLE OF CONTENTS

Number	Title	Source	Page No.	Party
1	Duty of Jury	Court's Preliminary Instruction No. 1	1	Joint
3	Burden of Proof— Preponderance of the Evidence	Court's Preliminary Instruction No.3	2	Joint
4	What is Evidence	Court's Preliminary Instruction No. 4	3	Joint
5	What is Not Evidence	Court's Preliminary Instruction No.5	4	Joint
6	Direct and Circumstantial Evidence	Court's Preliminary Instruction No.6	5	Joint
7	Ruling on Objections	Court's Preliminary Instruction No. 7	6	Joint
8	Credibility of Witnesses	Court's Preliminary Instruction No. 8	7	Joint
9	Bench Conferences and Recesses	Court's Preliminary Instruction No. 9	8	Joint
10	Taking Notes	Court's Preliminary Instruction No. 10	9	Joint
11	No Transcript Available to Jury	Court's Preliminary Instruction No. 11	10	Joint
12	Conduct of Jury	Court's Preliminary Instruction No. 12	11	Joint
13	Outline of Trial	Court's Preliminary Instruction No. 13	13	Joint
14	<i>Instruction number not used.</i>		14	
15	<i>Instruction number not used.</i>		15	
16	Questions to Witness by Jurors	9th Cir. 1.15	16	Joint
17	First Break	Court's Preliminary Instruction No. 14	17	Joint
18	Expert Opinion	9th Cir. 2.11	18	Joint
19	Deposition in Lieu of Live	9th Cir. 2.4	19	Joint

TABLE OF CONTENTS
(continued)

	Testimony			
20	Use of Interrogatories	9th Cir. 2.10	20	Joint
21	Charts and Summaries Not Received in Evidence	9th Cir. 2.12	21	Joint
22	Charts and Summaries in Evidence	9th Cir. 2.13	22	Joint
23	Duty of Jury	Ninth Cir. Model Civ. Jury Instr. 1.1C	23	Joint
24	Preponderance of the Evidence	Washington Pattern Instruction (“WPI”) 21.01	24	Joint
25	Duty to Deliberate	9th Cir. 3.1	25	Joint
26	Disability Discrimination— Definition of Disability	WPI 330.31	26	Joint
27	Disability Discrimination— Definition of Impairment	9th Cir. 330.31.01	27	Joint
28	Disability Discrimination	WPI 330.32	28	Joint
29	Essential Function— Definition	WPI 330.37	29	Joint
30	Definition of “Substantial Factor”	WPI 330.01.01	30	Joint
35	Family and Medical Leave Act	29 U.S.C. § 2612(a)(1)(D)	31	Joint
38	FMLA—Employer	29 U.S.C. § 2611(4)	32	Joint
41	FMLA—Intermittent Leave	29 U.S.C. § 2612(b)(1)	33	Joint
54	Damages Arising in the Future	9th Cir. 5.4	34	Joint

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3 **JOINT INSTRUCTION NO. 1**

4 **DUTY OF JURY**

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7 Ladies and gentlemen: You are now the jury in this case. It is my duty to instruct
8
9 you on the law.
10

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12 You must not infer from these instructions or from anything I may say or do as
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14 indicating that I have an opinion regarding the evidence or what your verdict should be.
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16 It is your duty to find the facts from all the evidence in the case. To those facts you will
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18 apply the law as I give it to you. You must follow the law as I give it to you whether
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20 you agree with it or not. And you must not be influenced by any personal likes or
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22 dislikes, opinions, prejudices, or sympathy. That means that you must decide the case
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24 solely on the evidence before you. You will recall that you took an oath to do so.
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28 In following my instructions, you must follow all of them and not single out some
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30 and ignore others; they are all important.
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49 The Court's Preliminary Instructions to the Jury, Preliminary Instruction No. 1, Alexander v. The
50 Boeing Co., Cause No. 313-1369 RAJ (Hon. Richard A. Jones) (hereinafter, "Court's Preliminary
51 Instruction").

JOINT INSTRUCTION NO. 3

BURDEN OF PROOF—PREPONDERANCE OF THE EVIDENCE

When a party has the burden of proof on any claim or affirmative defense by a preponderance of the evidence, it means you must be persuaded by the evidence that the claim or affirmative defense is more probably true than not true.

You should base your decision on all of the evidence, regardless of which party presented it.

JOINT INSTRUCTION NO. 4

WHAT IS EVIDENCE

The evidence you are to consider in deciding what the facts are consists of:

1. The sworn testimony of any witness;
2. The exhibits which are received into evidence; and
3. Any facts to which the lawyers have agreed.

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JOINT INSTRUCTION NO. 5
WHAT IS NOT EVIDENCE

In reaching your verdict, you may consider only the testimony and exhibits received into evidence. Certain things are not evidence, and you may not consider them in deciding what the facts are. I will list them for you:

1. Arguments and statements by lawyers are not evidence. The lawyers are not witnesses. What they may say in their opening statements, will say in their closing arguments, and at other times is intended to help you interpret the evidence, but it is not evidence. If the facts as you remember them differ from the way the lawyers have stated them, your memory of them controls.

2. Questions and objections by lawyers are not evidence. Attorneys have a duty to their clients to object when they believe a question is improper under the rules of evidence. You should not be influenced by the objection or by the court's ruling on it.

3. Testimony that has been excluded or stricken, or that you have been instructed to disregard, is not evidence and must not be considered. In addition sometimes testimony and exhibits are received only for a limited purpose; when I give a limiting instruction, you must follow it.

4. Anything you may have seen or heard when the court was not in session is not evidence. You are to decide the case solely on the evidence received at the trial.

5. Some evidence may be admitted for a limited purpose only. When I instruct you that an item of evidence has been admitted for a limited purpose, you must consider it only for that limited purpose and for no other.

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JOINT INSTRUCTION NO. 6
DIRECT AND CIRCUMSTANTIAL EVIDENCE

Evidence may be direct or circumstantial. Direct evidence is direct proof of a fact,
such as testimony by a witness about what that witness personally saw or heard or did.

Circumstantial evidence is proof of one or more facts from which you could find
another fact. You should consider both kinds of evidence. The law makes no distinction
between the weight to be given to either direct or circumstantial evidence. It is for you
to decide how much weight to give to any evidence.

[Court's Preliminary Instruction No. 5.](#)

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JOINT INSTRUCTION NO. 7
RULING ON OBJECTIONS

There are rules of evidence that control what can be received into evidence. When a lawyer asks a question or offers an exhibit into evidence and a lawyer on the other side thinks that it is not permitted by the rules of evidence, that lawyer may object. If I overrule the objection, the question may be answered or the exhibit received. If I sustain the objection, the question cannot be answered, and the exhibit cannot be received.

Whenever I sustain an objection to a question, you must ignore the question and must not guess what the answer might have been.

Sometimes I may order that evidence be stricken from the record and that you disregard or ignore the evidence. That means that when you are deciding the case, you must not consider the evidence that I told you to disregard.

Some evidence may be admitted for a limited purpose only. When I instruct you that an item of evidence has been admitted for a limited purpose, you must consider it only for that limited purpose and for no other.

[Court's Preliminary Instruction No. 7.](#)

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JOINT INSTRUCTION NO. 8
CREDIBILITY OF WITNESSES

In deciding the facts in this case, you may have to decide which testimony to believe and which testimony not to believe. You may believe everything a witness says, or part of it, or none of it. Proof of a fact does not necessarily depend on the number of witnesses who testify about it.

In considering the testimony of any witness, you may take into account:

1. The opportunity and ability of the witness to see or hear or know the things testified to;
 2. The witness's memory;
 3. The witness's manner while testifying;
 4. The witness's interest in the outcome of the case and any bias or prejudice;
 5. Whether other evidence contradicted the witness's testimony;
 6. The reasonableness of the witness's testimony in light of all the evidence;
- and;
7. Any other factors that bear on believability.

The weight of the evidence as to a fact does not necessarily depend on the number of witnesses who testify about it.

[Court's Preliminary Instruction No. 8.](#)

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JOINT INSTRUCTION NO. 9
BENCH CONFERENCES AND RECESSES

From time to time during the trial, it may become necessary for me to talk with the attorneys out of the hearing of the jury, either by having a conference at the bench when the jury is present in the courtroom, or by calling a recess. Please understand that while you are waiting, we are working. The purpose of these conferences is not to keep relevant information from you, but to decide how certain evidence is to be treated under the rules of evidence and to avoid confusion and error.

Of course, we will do what we can to keep the number and length of these conferences to a minimum. I may not always grant an attorney's request for a conference. Do not consider my granting or denying a request for a conference as any indication of my opinion of the case or of what your verdict should be.

[Court's Preliminary Instruction No. 9.](#)

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JOINT INSTRUCTION NO. 10
TAKING NOTES

If you wish, you may take notes to help you remember the evidence. If you do take notes, please keep them to yourself until you and your fellow jurors go to the jury room to decide the case. Do not let note-taking distract you. When you leave, your notes should be left in the jury room. No one will read your notes. They will be destroyed at the conclusion of the case.

Whether or not you take notes, you should rely on your own memory of the evidence. Notes are only to assist your memory. You should not be overly influenced by your notes or those of your fellow jurors.

[Court's Preliminary Instruction No. 10.](#)

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JOINT INSTRUCTION NO. 11
NO TRANSCRIPT AVAILABLE TO JURY

During deliberations, you will have to make your decision based on what you recall of the evidence. You will not have a transcript of the trial. I urge you to pay close attention to the testimony as it is given.

If at any time you cannot hear or see the testimony, evidence, questions or arguments, let me know so that I can correct the problem.

[Court's Preliminary Instruction No. 11.](#)

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JOINT INSTRUCTION NO. 12
CONDUCT OF JURY

I will now say a few words about your conduct as jurors.

You, as jurors, must decide this case based solely on the evidence presented here within the four walls of this courtroom. This means that during the trial you must not conduct any independent research about this case, the matters in the case, and the individuals involved in the case. In other words, you should not consult dictionaries or reference materials, search the internet, websites, blogs, or use any other electronic tools to obtain information about this case or to help you decide the case. Do not read any news stories or articles or listen to any radio or television reports about the case or about anyone who has anything to do with it. Please do not try to find out information from any source outside the confines of this courtroom.

Until you retire to deliberate, you may not discuss this case with anyone, including your fellow jurors, members of your family, people involved in the trial, or anyone else, nor are you allowed to permit others to discuss the case with you. If anyone approaches you and tries to talk to you about the case, please let me know about it immediately.

After you retire to deliberate, you may begin discussing the case with your fellow jurors, but you cannot discuss the case with anyone else until you have returned a verdict and the case is at an end.

I know that many of you use cell phones, the internet, and other tools of technology. You also must not talk to anyone about this case or use these tools to communicate electronically with anyone about the case. This includes your family and friends. You may not communicate with anyone about the case on your cell phone, through e-mail, text messaging, or on Twitter, through

1 any blog or website, through any internet chat room, or by way of any other social networking
2
3 websites, including but not limited to Facebook, Twitter, and YouTube.
4

5 If you need to communicate with me, simply give a signed note to the clerk to give to me.
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7 Do not make up your mind about what the verdict should be until after you have gone to
8 the jury room to decide the case and you and your fellow jurors have discussed the evidence.
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10 Keep an open mind until then.
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Court's Preliminary Instruction No. 12.

JOINT INSTRUCTIONS (No. C13-1369RAJ) – 12

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JOINT INSTRUCTION NO. 13

OUTLINE OF TRIAL

Trials proceed in the following way: First, each side may make an opening statement. An opening statement is not evidence. It is simply an outline to help you understand what that party expects the evidence will show. A party is not required to make an opening statement.

The Plaintiff will then present evidence, and Defendant may cross-examine. Then the Defendant may present evidence, and counsel for the Plaintiff may cross-examine.

After the evidence has been presented, I will instruct you on the law that applies to the case and the attorneys will make closing arguments.

After that, you will go to the jury room to deliberate on your verdict.

[Court's Preliminary Instruction No. 13.](#)

JOINT INSTRUCTION NO. 14

Instruction number not used.

JOINT INSTRUCTION NO. 15

Instruction number not used.

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JOINT INSTRUCTION NO. 16
QUESTIONS TO WITNESS BY JURORS

You will be allowed to propose written questions to witnesses after the lawyers have completed their questioning of each witness. You may propose questions in order to clarify the testimony, but you are not to express any opinion about the testimony or argue with a witness. If you propose any questions, remember that your role is that of a neutral fact finder, not an advocate.

Before I excuse each witness, I will offer you the opportunity to write out a question on a form provided by the court. Do not sign the question. I will review the question with the attorneys to determine if it is legally proper.

There are some proposed questions that I will not permit, or will not ask in the wording submitted by the juror. This might happen either due to the rules of evidence or other legal reasons, or because the question is expected to be answered later in the case. If I do not ask a proposed question, or if I rephrase it, do not speculate as to the reasons. Do not give undue weight to questions you or other jurors propose. You should evaluate the answers to those questions in the same manner you evaluate all of the other evidence.

By giving you the opportunity to propose questions, I am not requesting or suggesting that you do so. It will often be the case that a lawyer has not asked a question because it is legally objectionable or because a later witness may be addressing that subject.

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JOINT INSTRUCTION NO. 17

FIRST BREAK

We are about to take our first break during the trial and I want to remind you of the instruction I gave you earlier. Until the trial is over, you are not to discuss this case with anyone, including your fellow jurors, members of your family, people involved in the trial, or anyone else, nor are you allowed to permit others to discuss the case with you. If anyone approaches you and tries to talk to you about the case, please let me know about it immediately. Do not read or listen to any news reports of the trial. Finally, you are reminded to keep an open mind until all the evidence has been received and you have heard the arguments of counsel, the instructions of the court, and the views of your fellow jurors.

If you need to speak with me about anything, simply give a signed note to the clerk to give to me.

I will not repeat these admonitions each time we recess or adjourn, but you will be reminded of them on such occasions.

[Court's Preliminary Instruction No. 14.](#)

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JOINT INSTRUCTION NO. 18

EXPERT OPINION

Some witnesses, because of education or experience, are permitted to state opinions and the reasons for those opinions.

Opinion testimony should be judged just like any other testimony. You may accept it or reject it, and give it as much weight as you think it deserves, considering the witness's education and experience, the reasons given for the opinion, and all the other evidence in the case.

9th Cir. 2.11.

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JOINT INSTRUCTION NO. 19

DEPOSITION IN LIEU OF LIVE TESTIMONY

A deposition is the sworn testimony of a witness taken before trial. The witness is placed under oath to tell the truth and lawyers for each party may ask questions. The questions and answers are recorded. When a person is unavailable to testify at trial, the deposition of that person may be used at the trial.

You should consider deposition testimony, presented to you in court in lieu of live testimony, insofar as possible, in the same way as if the witness had been present to testify. Do not place any significance on the behavior or tone of voice of any person reading the questions or answers.

9th Cir. 2.4.

1 **JOINT INSTRUCTION NO. 20**

2 **USE OF INTERROGATORIES**

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4 Evidence will now be presented to you in the form of answers of one of the parties to
5
6 written interrogatories submitted by the other side. These answers have been given in writing and
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8 under oath, before the actual trial, in response to questions that were submitted in writing under
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10 established court procedures. You should consider the answers insofar as possible, in the same
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12 way as if they were made from the witness stand.
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[9th Cir. 2.10.](#)

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JOINT INSTRUCTION NO. 21

CHARTS AND SUMMARIES NOT RECEIVED IN EVIDENCE

Certain charts and summaries not received in evidence have been shown to you in order to help explain the contents of books, records, documents, or other evidence in the case. They are not themselves evidence or proof of any facts. If they do not correctly reflect the facts or figures shown by the evidence in the case, you should disregard these charts and summaries and determine the facts from the underlying evidence.

[9th Cir. 2.12.](#)

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JOINT INSTRUCTION NO. 23

DUTY OF JURY

Members of the Jury: Now that you have heard all of the evidence and the arguments of the attorneys, it is my duty to instruct you as to the law of the case.

Each of you has received a copy of these instructions that you may take with you to the jury room to consult during your deliberations.

You must not infer from these instructions or from anything I may say or do as indicating that I have an opinion regarding the evidence or what your verdict should be.

It is your duty to find the facts from all the evidence in the case. To those facts you will apply the law as I give it to you. You must follow the law as I give it to you whether you agree with it or not. And you must not be influenced by any personal likes or dislikes, opinions, prejudices, or sympathy. That means that you must decide the case solely on the evidence before you. You will recall that you took an oath to do so.

In following my instructions, you must follow all of them and not single out some and ignore others; they are all important.

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DEFENDANT’S PROPOSED INSTRUCTION NO. 25

DUTY TO DELIBERATE

When you begin your deliberations, you should elect one member of the jury as your presiding juror. That person will preside over the deliberations and speak for you here in court. You will then discuss the case with your fellow jurors to reach agreement if you can do so. Your verdict must be unanimous.

Each of you must decide the case for yourself, but you should do so only after you have considered all of the evidence, discussed it fully with the other jurors, and listened to the views of your fellow jurors.

Do not hesitate to change your opinion if the discussion persuades you that you should do so.

Do not come to a decision simply because other jurors think it is right.

It is important that you attempt to reach a unanimous verdict but, of course, only if each of you can do so after having made your own conscientious decision. Do not change an honest belief about the weight and effect of the evidence simply to reach a verdict.

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JOINT INSTRUCTION NO. 38

FMLA—EMPLOYER

The term “employer” means any person engaged in commerce who employs 50 or more employees for each working day during each of 20 or more calendar workweeks in the current of preceding calendar year. It includes any person who acts, directly or indirectly, in the interest of an employer to any of the employees of such employer.

[29 U.S.C. § 2611\(4\).](#)

JOINT INSTRUCTIONS (No. C13-1369RAJ) – 32

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29 U.S.C. § 2612(b)(1).

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JOINT INSTRUCTION NO. 54
DAMAGES ARISING IN THE FUTURE

Any award for future economic damages must be for the present cash value of those damages. Noneconomic damages such as pain and suffering are not reduced to present cash value.

Present cash value means the sum of money needed now, which, when invested at a reasonable rate of return, will pay future damages at the times and in the amounts that you find the damages would have been received.

The rate of return to be applied in determining present cash value should be the interest that can reasonably be expected from safe investments that can be made by a person of ordinary prudence, who has ordinary financial experience and skill.